

MICHAEL DE GRASSE

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PRESENT OCCUPATION

Lawyer & Labor Arbitrator

PROFESSIONAL AFFILIATION

Washington State Bar Association American Arbitration Association

EDUCATION

1969 Whitman College BA, Philosophy

1974 University of Washington JD

ARBITRATION EXPERIENCE

Staff Assistant, Organization Resources Counselors, Inc, N.Y., N.Y., 1970. Legal Intern, Hafer, Cassidy & Price, Seattle Washington, 1972-1974. Associate and Partner, Critchlow & Williams, Richland Washington 1974-1982. Labor Arbitrator & Sole Practitioner, Walla Walla Washington 1982 to Date.

INDUSTRIES

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Chemicals, Clothing, Communications, Construction, Education, Electrical Equipment/ Appliances, Electronics, Entertainment/arts, Feed & Fertilizer, Food, Foundry, Glass/Pottery, Health Care, Hotels/ motels/Casinos/resorts, Hospital/Nursing Home, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/ Petrochemicals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Steel, Transportation, Trucking and Storage, Utilities, Warehousing

ISSUES

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS

Several Panels for Duration of CBA in Alaska.

ARBITRATION ROSTER(S)

Federal Mediation and Conciliation Service;

AAA; Washington State Public Employment Relations Commission; Washington State Marine Employees

OCCommission; Montana Board of Personnel Appeals Oregon Employment Relations Board

PUBLISHED CASES

Editor and Chapter Author, Washington State Civil Procedure Desk Book

PER DIEM FEE

\$900, plus expenses

DOCKET FEE

None

CANCEL FEE

If notified on or after 10th business day before travel, a fee equal to days scheduled for travel and hearing at per diem rate. Also, nonrefundable expenses will be charged.

GRIEVANCE ARBITRATION

CANCELLATION POLICY

INT ARBT, FACT FND & LABOR MED

TRAVEL TIME**EXPENSES**